

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|-------------------------|
| Case 28-CA-294010 | Date Filed 4/11/2022 |

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|--|--|
| a. Name of Employer Starbucks Corporation | | b. Tel. No. 928 436 6891 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) 7000 E Mayo Blvd #28 Phoenix AZ 85054 | e. Employer Representative Nichell Olson, Store Manager | g. e-mail s62567@retail.starbucks.com |
| | | h. Number of workers employed 20 |
| i. Type of Establishment (factory, mine, wholesaler, etc.) Retail Store | j. Identify principal product or service Coffee | |

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
See Attachment

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Workers United

| | |
|---|---------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) 22 South 22nd St, Philadelphia PA 16103 | 4b. Tel. No. 646 448 6414 |
| | 4c. Cell No. |
| | 4d. Fax No. |
| | 4e. e-mail rminter@pjbwu.org |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
SEIU

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



Robert S. Giolito, Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Tel. No.

Office, if any, Cell No.
310 897 1082

Fax No.

Address 1626 Montana Av, Ste 201, Santa Monica CA 90403

Date 4/11/2022

e-mail
rgiolito@giolitolaw.com**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Attachment to Charge Against Employer – Starbucks Corporation

2. Within the past six months, the Employer, by its officers and agents, has interfered with, restrained, and coerced its employees in the exercise of their rights under Sec. 7 of the Act by creating a coercive and hostile environment meant to intimidate and prevent its employees from supporting Workers United, a labor organization, including taking the following actions:

- A. Closely supervising the employees by using additional managers assigned to the store;
- B. Coercively interrogating employees concerning Union activities;
- C. Conducting lengthy mandatory interviews of employees to discourage them from supporting the Union;
- D. Threatening employees with loss of benefits if they support the Union;
- E. Strictly enforcing company policies and rules against employees who support the Union;
- F. Secretly surveilling employees' personal cell phones;
- G. Suddenly forcing employees upon short notice to comply with state food handling training requirements;
- H. Forbidding employees from working more than 20 hours per week.

Within the past six months, the Employer, by its officers and agents, has discriminated against employee (b) (6), (b) (7)(C) because of (b) (6), (b) (7) membership and support of Workers United, a labor organization, by severely limiting (b) (6), (b) (7) available hours and causing (b) (6), (b) (7) termination.